P96/989

Area Wage Survey
Puerto Rico
September 1989

U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1990

This summary presents results of a September 1989 survey of occupational wages in the Commonwealth of Puerto Rico. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 203 establishments employing 100,245 workers was selected to represent 1,090 establishments employing 258,599 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request. (See table 2 for further information on the scope of the survey.)

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Table 1. Hourly earnings[1] of selected occupations in Puerto Rico, September 1989

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 and over
Secretaries	2,429	7.67	7.47	6.31- 9.00	-	15	63	130	149	121	204	357	190	220	192	179	172	151	78	75	53	32	12	-	4	17	14
Secretaries I	621	6.79	6.77	5.47- 7.55	-	2	3	91	63	32	83	92	83	52	47	17	25	-	2	-	21	8	-	-	-	-	-
Secretaries II	819	7.19	6.80	5.77- 8.47	-	13	53	25	67	68	46	187	34	71	52	37	40	68	7	42	4	4	1	-	-	-	-
Secretaries III	598	8.27	8.29	6.97- 9.42	-	-	-	3	10	18	20	45	80	48	71	48	78	62	41	35	20	15	9	2	3	2	8	-
Secretaries IV	318	9.12	8.83	7.90- 9.98	-	-	-	4	4	1	1	13	12	25	24	41	43	34	38	24	11	10	11	6	3	1	-	12
Secretaries V	56	10.15	9.75	8.84-11.17	-	-	-	-	-	-	-	-	6	-	2	4	4	11	4	8	2	3	-	3	1	2	4	2
Typists	498	5.85	5.68	4.68- 6.95	4	11	84	85	59	21	55	57	104	3	9	1	-	-	-	-	-	-	-	-	-	-	-	5
Typists I	459	5.81	5.39	4.64- 7.13	4	11	82	83	54	19	51	37	101	3	9	-	-	-	-	-	-	-	-	-	-	-	-	x
Typists II	39	6.37	6.85	5.74- 6.85	-	-	2	2	5	2	4	20	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Word processors	19	6.45	5.58	5.35- 8.50	-	-	-	-	5	5	2	1	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	
Word processors I	14	5.93	5.50	- -	-	-	-	-	5	4	2	1	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
Key entry operators	962	5.60	5.03	4.72- 6.11	1	89	73	180	216	138	100	15	19	25	16	44	45	-	1	-	-	-	-	-	-	-	-	
Key entry operators I	791	5.22	5.00	4.60- 5.90	1	88	73	168	189	118	95	5	16	24	8	3	4	-	1	-	-	-	-	-	-	-	-	
Key entry operators II	171	7.37	8.46	5.97- 8.91	-	1	-	12	27	22	5	10	3	1	8	41	41	-	-	-	-	-	-	-	-	-	-	
File clerks	351	4.52	4.18	3.80- 4.85	37	86	125	30	14	12	21	8	14	-	-	2	-	1	-	-	-	-	-	-	-	-	-	1
File clerks I	272	4.12	4.03	3.75- 4.33	37	81	120	21	2	3	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Messengers	32	5.63	4.75	3.80- 8.73	-	12	-	11	1	-	-	-	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	2
Switchboard operators	235	5.97	6.12	4.90- 6.80	-	2	12	55	13	30	46	51	8	8	2	8	1	-	-	-	-	-	-	-	-	-	-	*
Computer operators	386	7.53	7.18	6.08- 8.90	-	-	-	2	14	44	22	59	34	40	10	24	48	14	53	15	2	1	1	4	1	-	-	-
Computer operators I	60	7.18	6.26	5.45- 9.62	-	-	-	-	4	12	1	14	8	2	1	-	-	-	20	-	-	-	-	-	-	-	-	-
Computer operators II	239	7.11	6.90	5.77- 8.53	-	-	-	2	10	32	21	45	25	20	8	15	33	8	7	11	-	1	-	1	-	-	-	-
Computer operators III	84	8.91	8.92	7.57- 9.86	-	-	-	-	-	-	-	-	3	18	1	9	13	4	26	3	2	-	1	4	-	-	-	-
Computer data librarians	27	7.73	6.83	6.83-10.44	-	-	3	1	2	-	-	-	9	2	-	-	-	1	-	5	-	4	-	-	-	1	-	2
Drafters	59	8.07	7.43	6.35-10.28	-	-	-	6	-	2	1	7	3	11	3	5	1	-	4	10	-	3	-	-	-	-	-	-
Drafters III	20	7.42	7.36	6.24- 7.36	-	-	-	-	-	-	1	7	-	8	-	-	-	-	2	2	-	-	-	-	-	-	-	-
Drafters IV	25	8.88	8.35	7.50-10.28	-	-	-	-	-	-	-	-	3	3	3	5	-	-	1	7	-	3	-	-	-	-	-	-
Electronics technicians	589	9.93	9.94	8.77-10.97	-	-	-	-	-	2	4	3	28	23	49	8	22	33	16	113	83	88	28	40	17	10	10	9	25
Electronics technicians I	136	7.97	7.47	7.00- 9.61	-	-	-	-	-	2	-	-	24	8	42	4	15	-	1	12	30	-	-	-	-	-	-	-	-
Electronics technicians II	269	9.67	9.94	8.98-10.83	-	-	-	-	2	2	3	4	17	7	4	7	26	12	75	19	62	1	28	-	-	-	-	-	-
Electronics technicians III	184	11.75	11.31	10.29-12.88	-	-	-	-	-	-	-	-	-	-	-	-	7	3	26	14	26	25	12	11	10	10	9	25
Maintenance carpenters	69	7.05	6.55	6.17- 7.05	-	4	-	-	5	2	3	20	8	17	4	1	-	1	-	-	-	-	-	-	-	-	-	4
Maintenance electricians	218	8.29	8.07	7.00- 9.45	-	-	-	-	-	3	2	12	31	38	10	38	20	11	21	14	5	9	-	2	-	-	-	-
Maintenance painters	42	6.89	6.90	6.82- 6.98	-	-	-	3	1	1	2	-	26	5	-	-	-	-	4	-	-	-	-	-	-	-	-	-
Maintenance machinists	105	9.98	9.71	9.50- 9.71	-	-	-	-	-	-	-	8	8	3	-	2	8	2	58	-	3	-	8	2	2	-	-	-
Maintenance mechanics (machinery)	1,531	8.83	9.00	7.80-10.00	-	-	-	-	21	4	11	83	150	42	236	20	180	161	180	232	138	81	2	2	2	-	11	1	10
Motor vehicle mechanics	264	8.09	8.75	8.25- 8.38	-	-	-	-	-	4	34	42	83	42	3	19	1	-	9	-	4	8	-	4	-	-	-	-	4
General maintenance workers	807	6.73	8.75	5.00- 8.53	5	24	105	54	45	37	87	117	31	53	18	148	77	1	-	-	-	-	-	-	-	-	-	-
Tool and die makers	315	9.92	10.09	10.04-10.33	-	-	-	-	-	-	-	4	7	38	10	-	4	6	177	37	7	12	10	5	-	-	-	-
Stationary engineers	58	8.90	9.56	7.18- 9.98	-	-	-	-	-	-	4	5	9	-	1	7	-	26	-	-	5	1	-	-	-	-	-	-

See footnotes at end of table

Table 1. Hourly earnings[1] of selected occupations in Puerto Rico, September 1989 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 and over
Truckdrivers	1,914	7.16	6.05	4.80- 8.40	110	53	187	283	178	119	204	138	31	144	22	92	10	40	2	38	-	38	-				98
Truckdrivers, light truck	413	5.88	4.60	4.60- 6.93	18	2	3	216	60	-	2	30	-	-	-	80	-	-	-	-	-	-	-				2
Truckdrivers, medium truck	638	7.86	6.25	4.00-11.84	92	45	67	38	2	3	89	2	18	-	6	8	-	40	-	38	-	38	-				-
Truckdrivers, heavy truck	823	[illegible]	5.70	5.10- 8.55	-	4	83	25	113	103	77	103	2	109	2	-	-	-	2	-	-	-	-				-
Truckdrivers, tractor-trailer	226	11.47	8.40	6.25-18.00	-	-	10	-	1	11	36	3	9	35	14	4	10	-	-	-	-	-	-				193
Shipping packers	2,220	5.93	5.58	4.50- 7.25	149	268	133	124	17	281	126	317	785	-	-	20	-	-	-	-	-	20	-				-
Material handling laborers	1,661	5.78	5.30	4.98- 6.84	30	41	58	569	166	212	90	305	90	10	31	24	-	8	20	1	8	-	-				-
Forklift operators	843	6.46	6.06	5.70- 7.29	1	4	8	7	69	322	90	55	214	40	6	4	-	-	18	-	-	-	-				-
Guards	5,215	3.78	3.40	3.35- 3.60	2807	1501	302	211	14	132	51	80	32	7	52	16	-	6	-	-	-	-	-				4
Guards I	4,055	3.75	3.35	3.35- 3.60	2807	644	302	202	14	127	47	58	17	7	16	4	-	6	-	-	-	-	-				4
Janitors, porters, and cleaners	4,754	4.29	3.50	3.35- 5.15	2350	668	166	268	342	252	284	293	81	15	20	2	-	1	-	2	-	-	-				10

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 2 at $14.00 to $14.50, 5 at $14.50 to $15.00, 9 at $15.00 to $15.50, 2 at $15.50 to $18.00, and 7 at $18.00 and over.

[4] Workers were distributed as follows: 6 at $14.50 to $15.00, and 87 at $18.00 to $18.50.

Table 2. Establishments and workers within scope of survey and number studied in Puerto Rico,[1] September 1989

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments		
		Within scope of survey[3]	Studied	Within scope of survey[4]		Studied
				Number	Percent	
All divisions	50	1,090	203	258,599	100	100,245
Manufacturing	50	550	85	132,244	51	44,721
Nonmanufacturing[5]	50	540	118	126,355	49	55,524

[1] The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture, mining, construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. These more limited surveys supplement the Bureau's area wage survey program listed on the inside back cover of this bulletin. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Monthly periodical containing labor force and establishment data. National, State, and area figures on employment, unemployment, hours, and earnings. Order *Employment and Earnings* from Superintendent of Documents, U.S. Government Printing Office, Washington, DC. 20402. Includes text, statistical tables, and technical notes.

Employment Situation News Release:

Copies of this national monthly release reach the public about a week after the release date. Write: Inquiries and Correspondence, Bureau of Labor Statistics, Washington, DC 20212.

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Labor force data from the household survey and employment, hours, and earnings data from the establishment survey are available on both computer tape and diskette. For information, write the Office of Publications, Bureau of Labor Statistics, Washington, DC. 20212 or call (202) 523-1090.

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Employee Benefits in Medium and Large Firms, 1988

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2336

The Bureau of Labor Statistics issues its 1988 bulletin on employee benefits in medium and large firms.

Data available

- Incidence and detailed characteristics of 15 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods, holidays, vacations, and personal, funeral, jury-duty, military, parental, and sick leave, sickness and accident, long-term disability, and life insurance; health care, and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
- Incidence and provisions of flexible benefit plans, reimbursement accounts, and unpaid maternity and paternity leave.

Coverage

- Major benefits in private sector firms of the United States, except Alaska and Hawaii, employing at least 100 workers.

Source of data

- Samples of about 2,500 establishments in a cross-section of the Nation's private industries; primarily by personal interview.

Uses

- Benefit administration in public and private employment.
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Order Form Publications are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, or from BLS Publications Sales Center, P.O. Box 2145, Chicago, IL 60690.

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